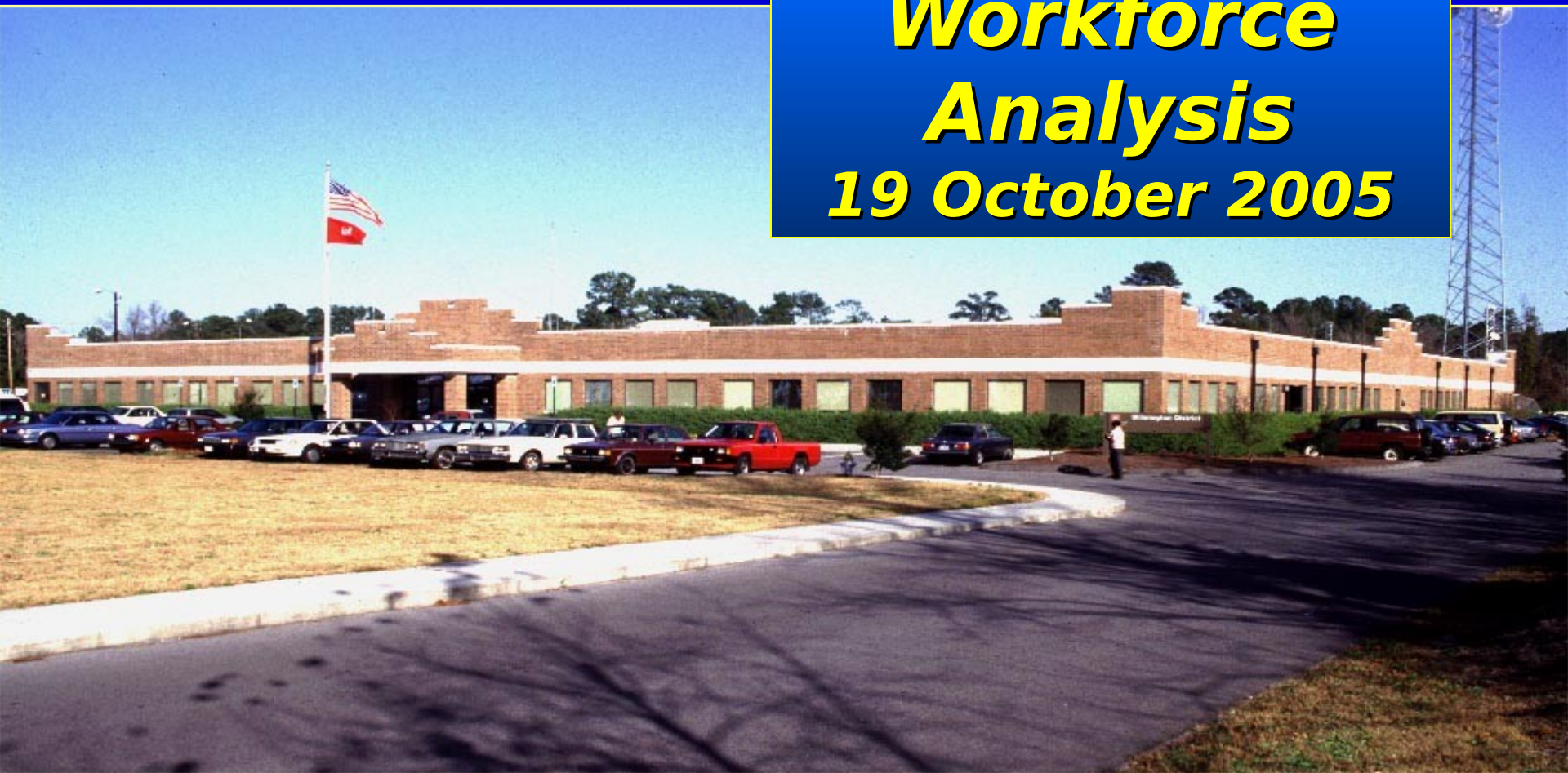
US Army Corps of Engineers®

Wilmington District EEO Workforce Analysis

19 October 2005



Management Directive 715

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Policy guidance and standards for establishing and maintaining effective affirmative programs of equal opportunity under Section 717 of Title VII and Section 501 of the Rehabilitation Act.

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Essential Elements of Model Agency Title VII and Rehabilitation Act Programs

- *Demonstrate commitment from agency leadership.*
- *Integration of EEO into the agency's strategic mission.*
- *Management and program accountability.*
- *Proactive prevention of unlawful discrimination.*
- *Efficiency.*
- *Responsiveness and legal compliance.*

Wilmington District Organization

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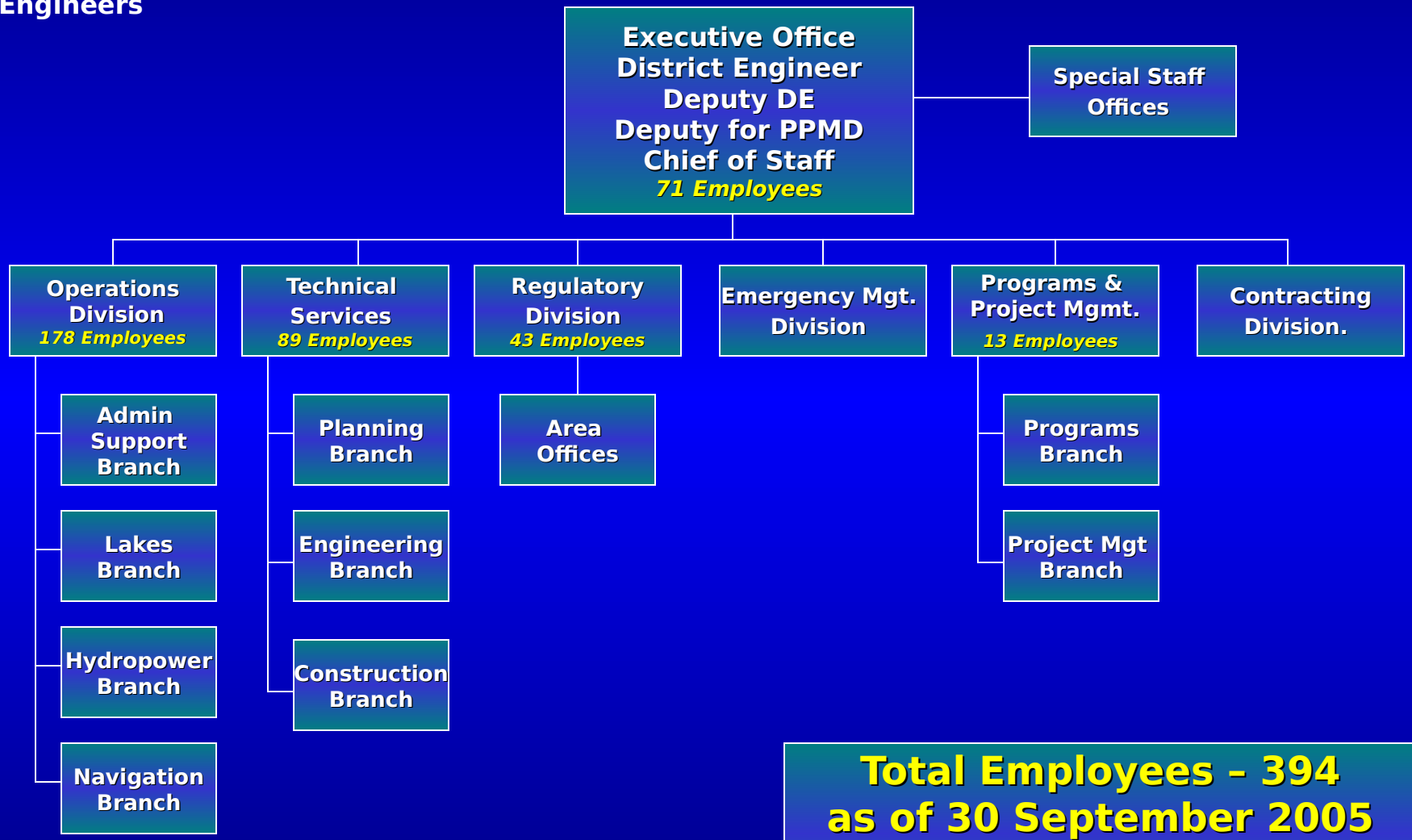

Total Employees – 394
as of 30 September 2005
(22 current recruitment actions)

SAW compared to the Civilian Labor Workforce (CLF)

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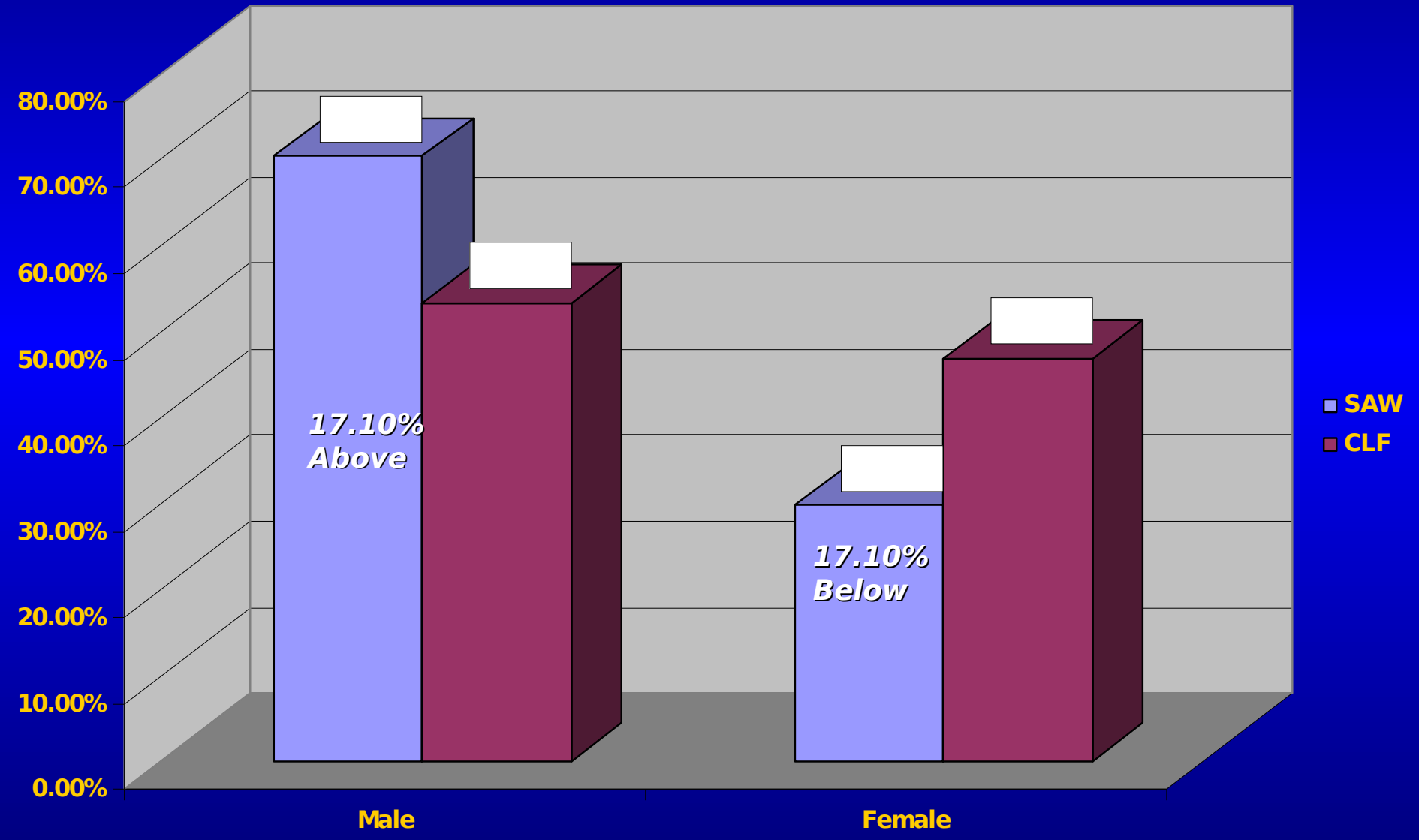

Workforce Distribution by Race/National Origin (RNO)

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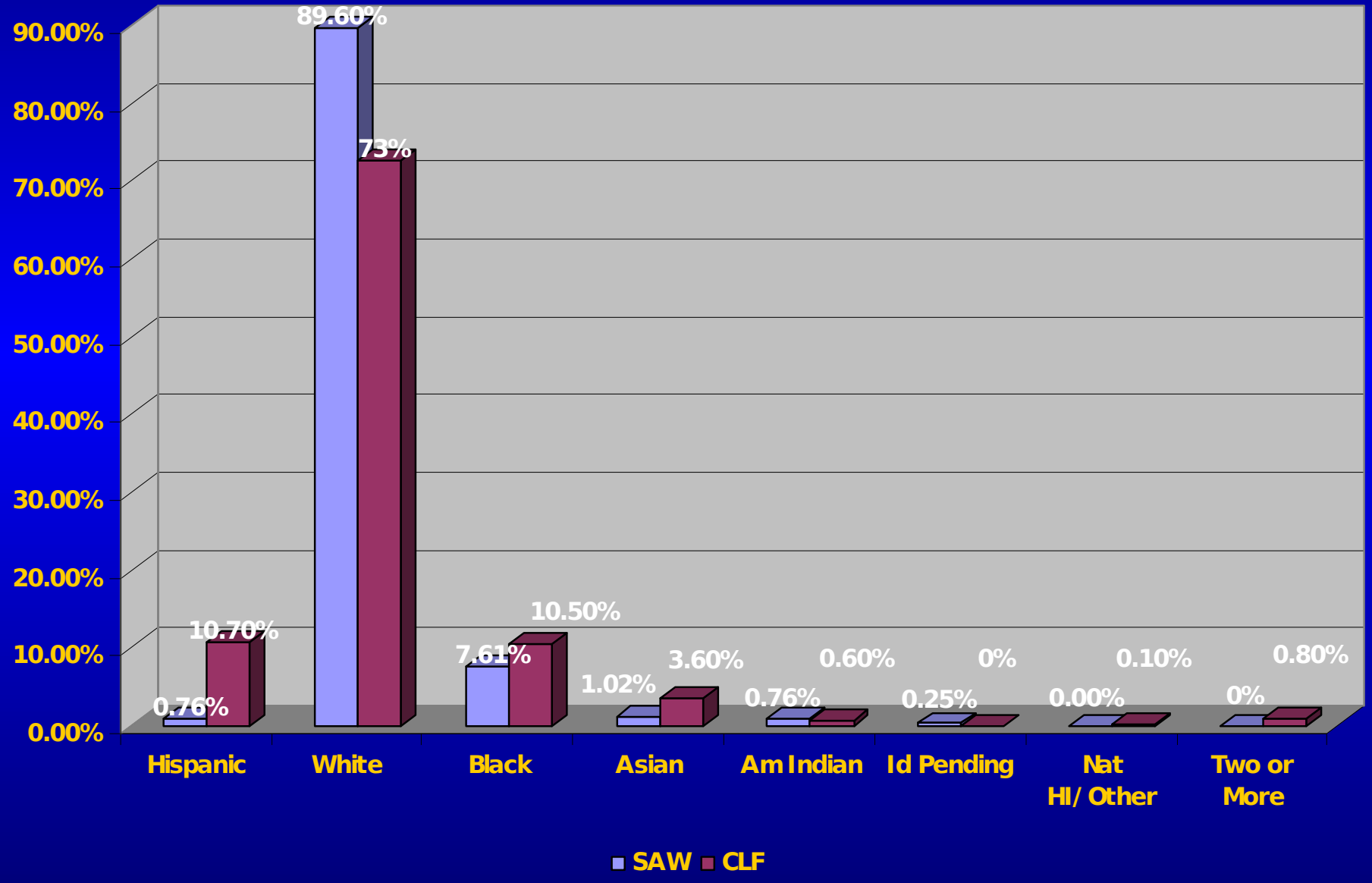

Workforce Distribution by RNO & Gender

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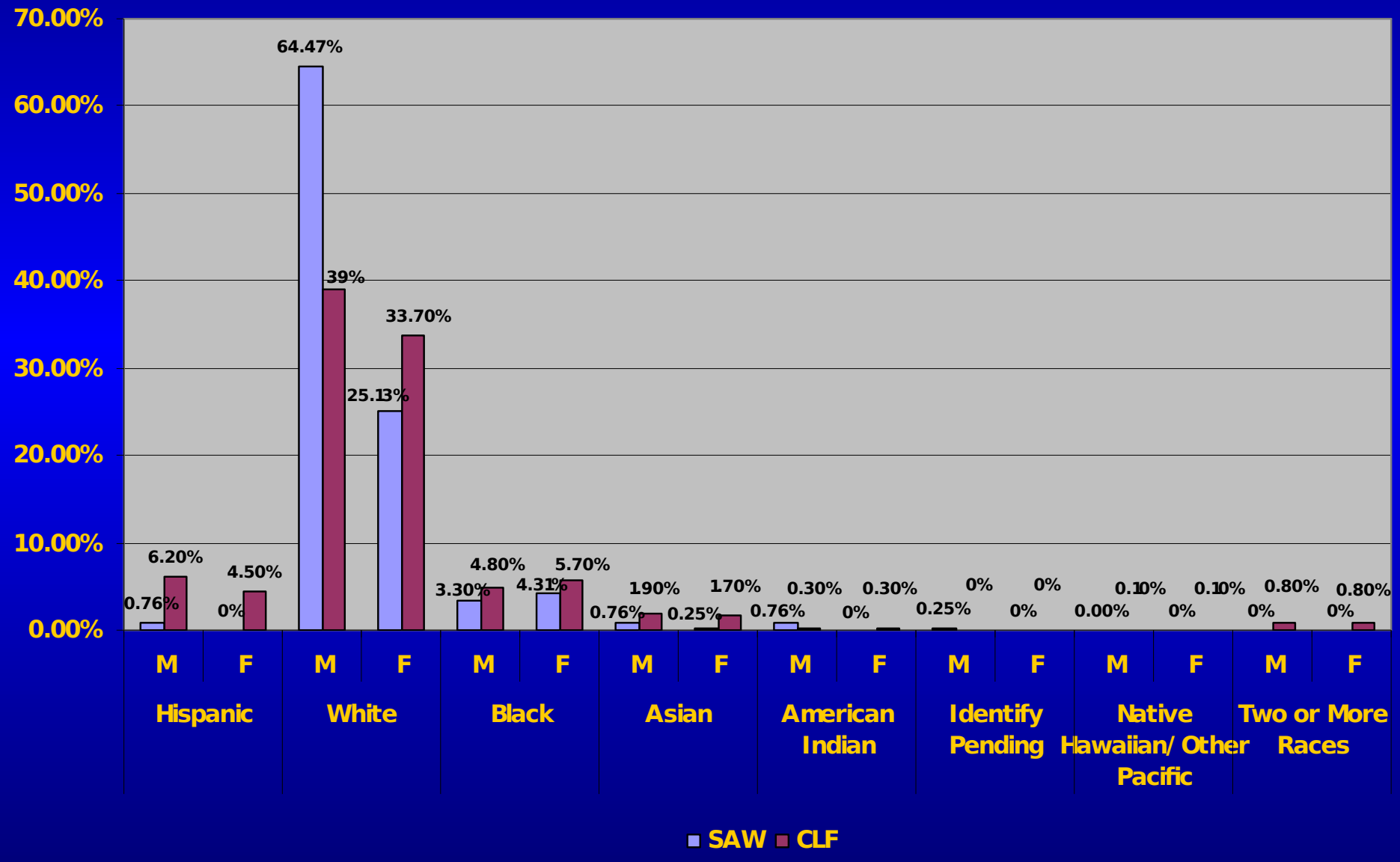

Occupational Categories

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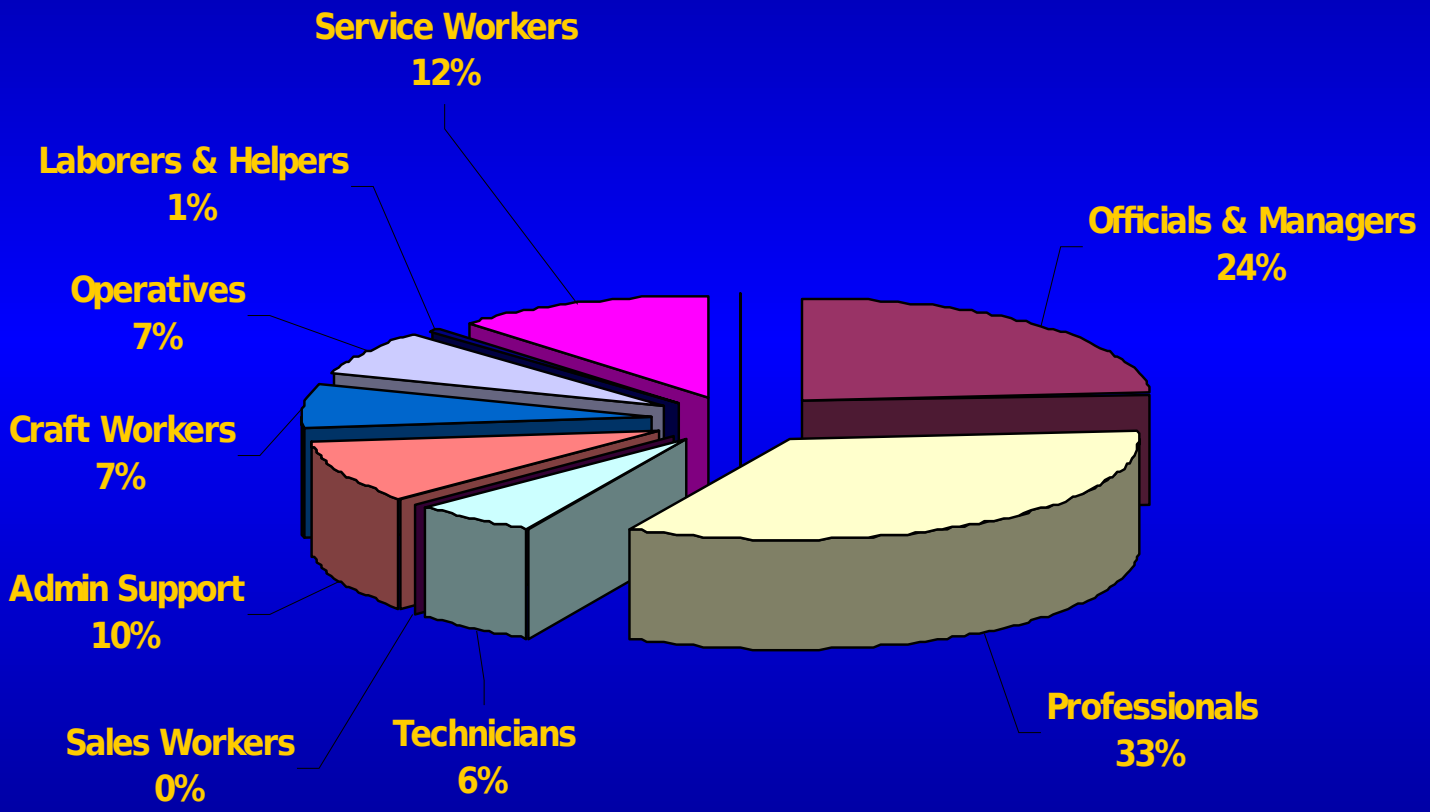
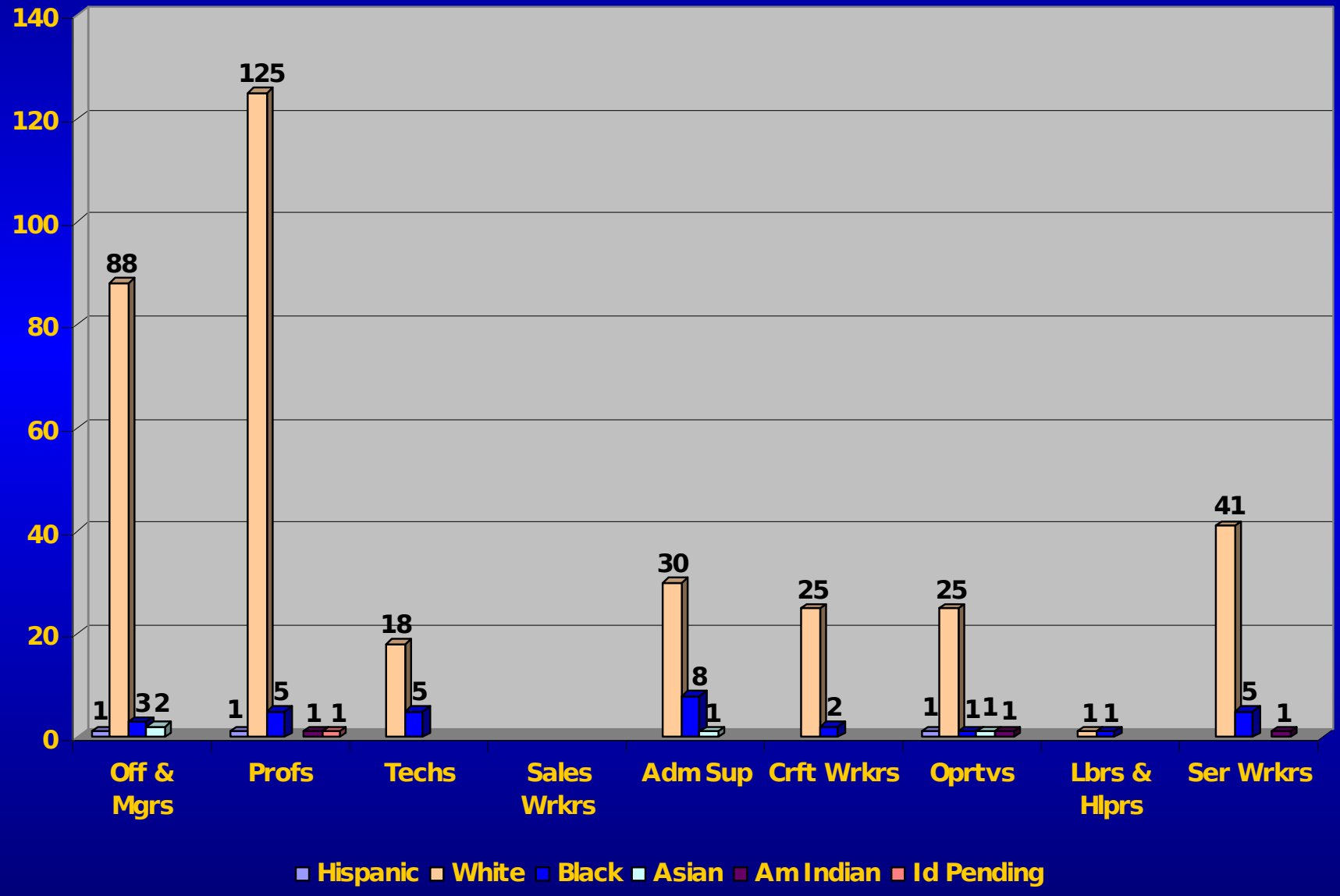
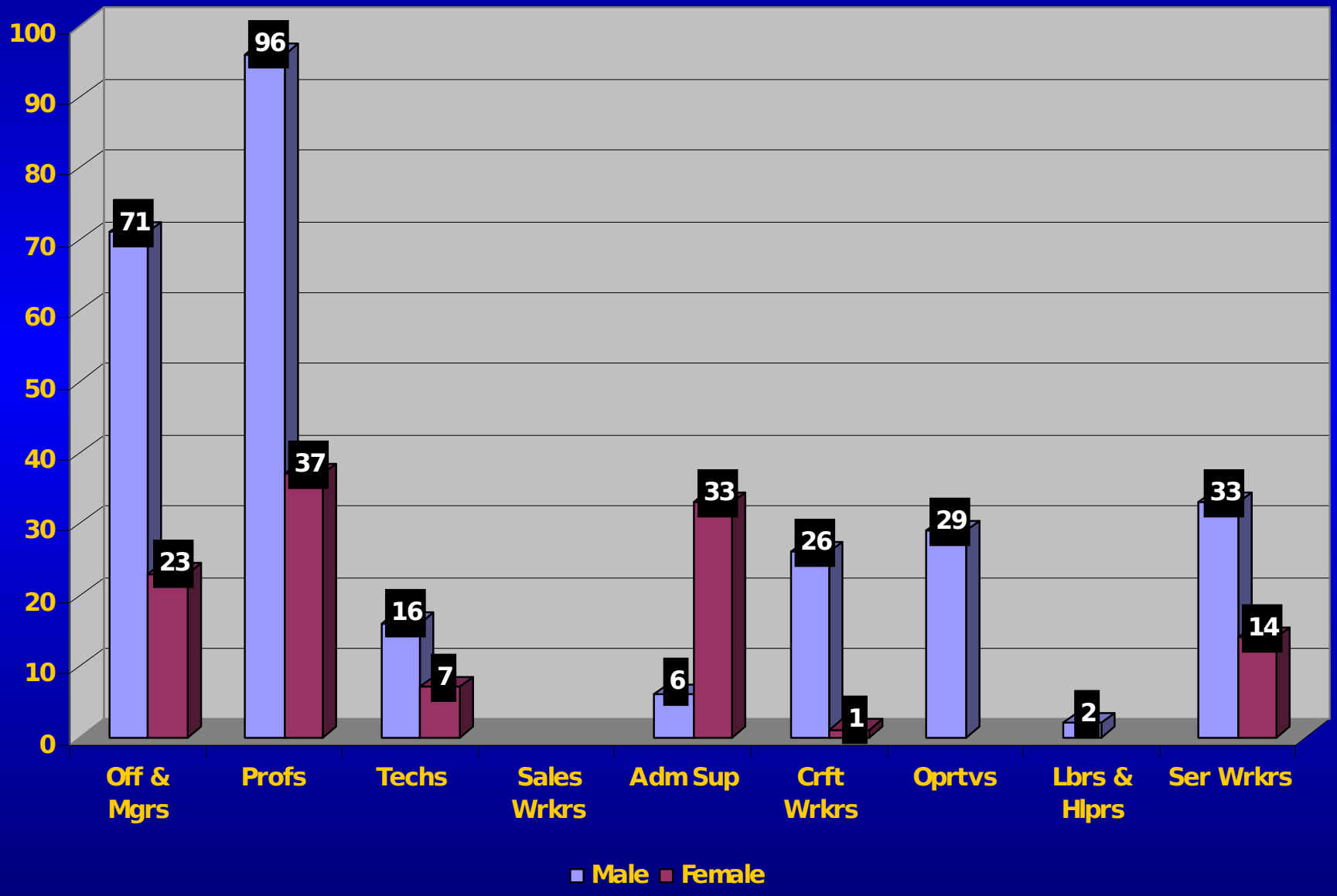


Occupational Categories by RNO



Occupational Categories by Gender



Five Major Components of SAW

Admin

- CPAC
- CT
- EE
- EM
- Executive Office
- IM
- IR
- LM
- OC
- PAO
- RM
- Safety
- Security
- Small Business

- Admin
- Operations
- Programs Management (PM)
- Regulatory
- Technical Services Division (TSD)

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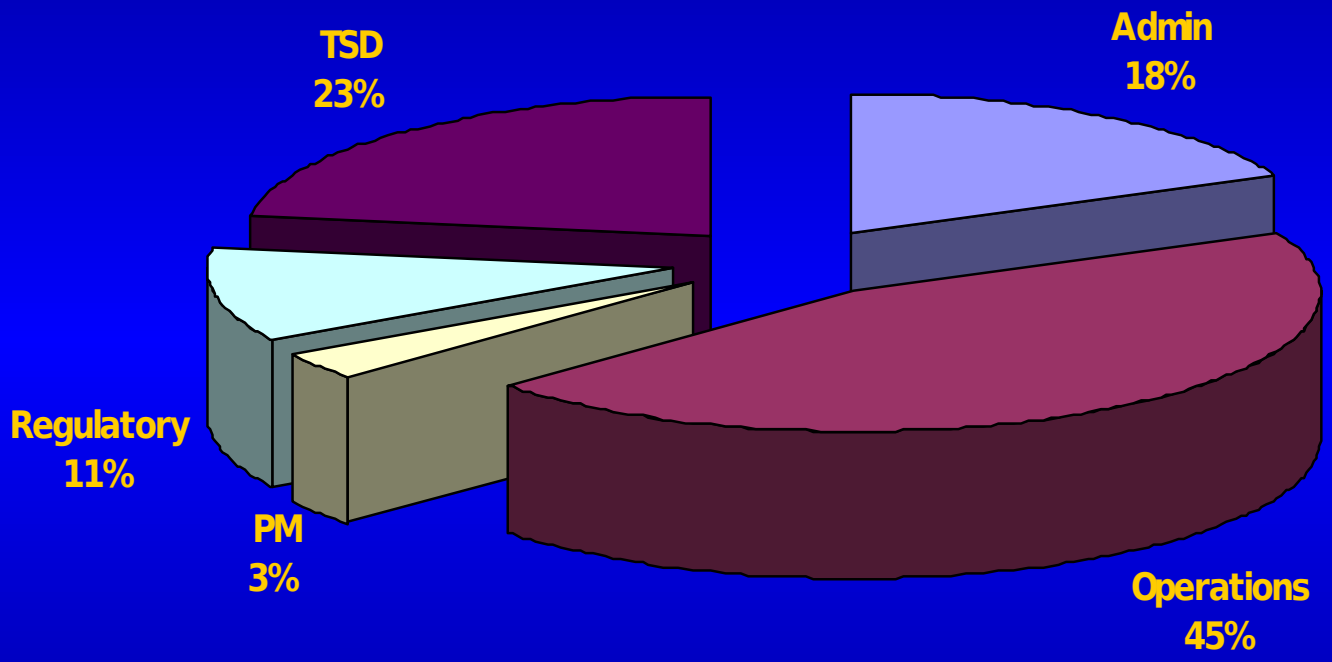
Workforce by Component



Component Distribution by Gender

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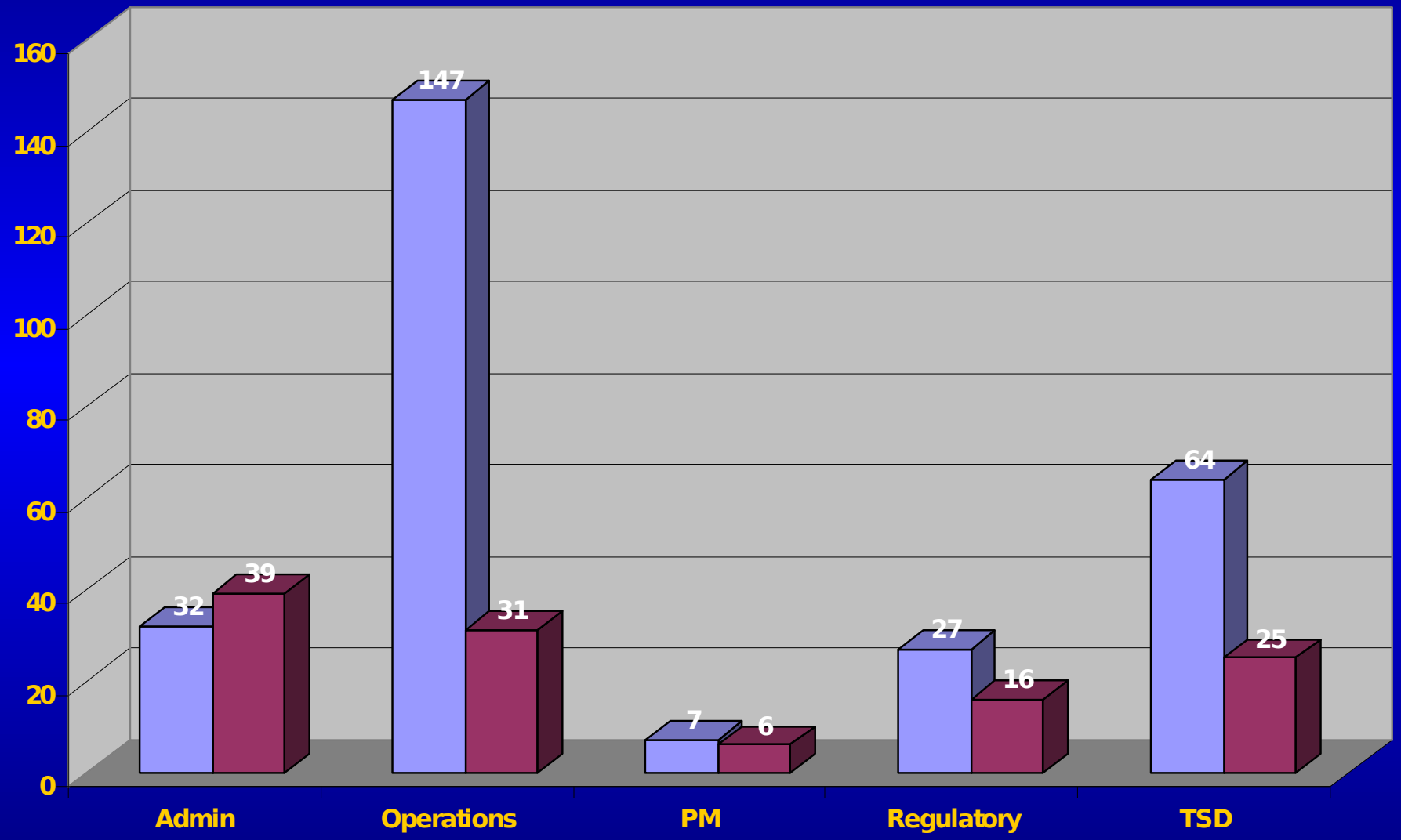

Distribution of GS Employees by Grade

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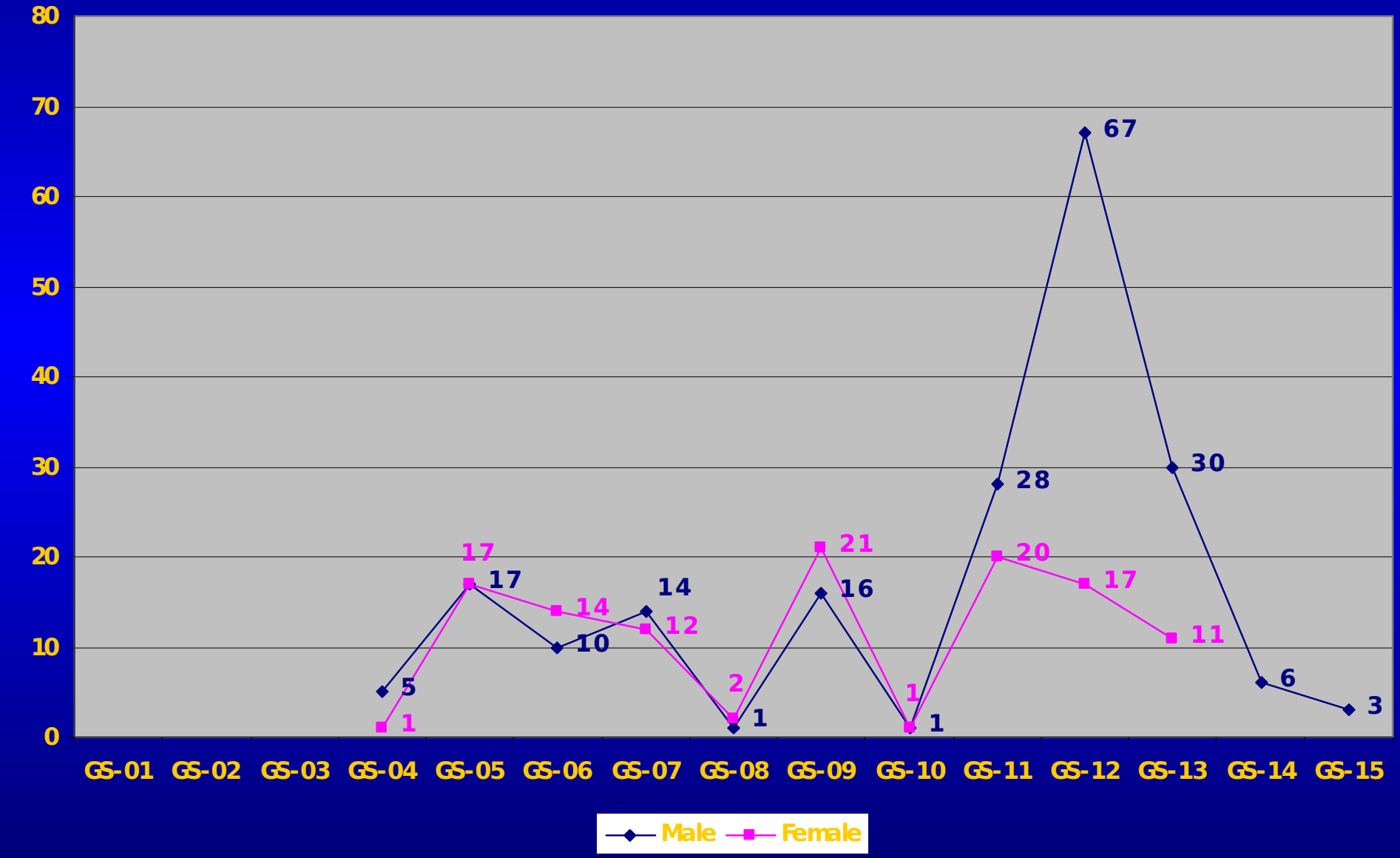

Distribution of Wage Grade Employees by Grade

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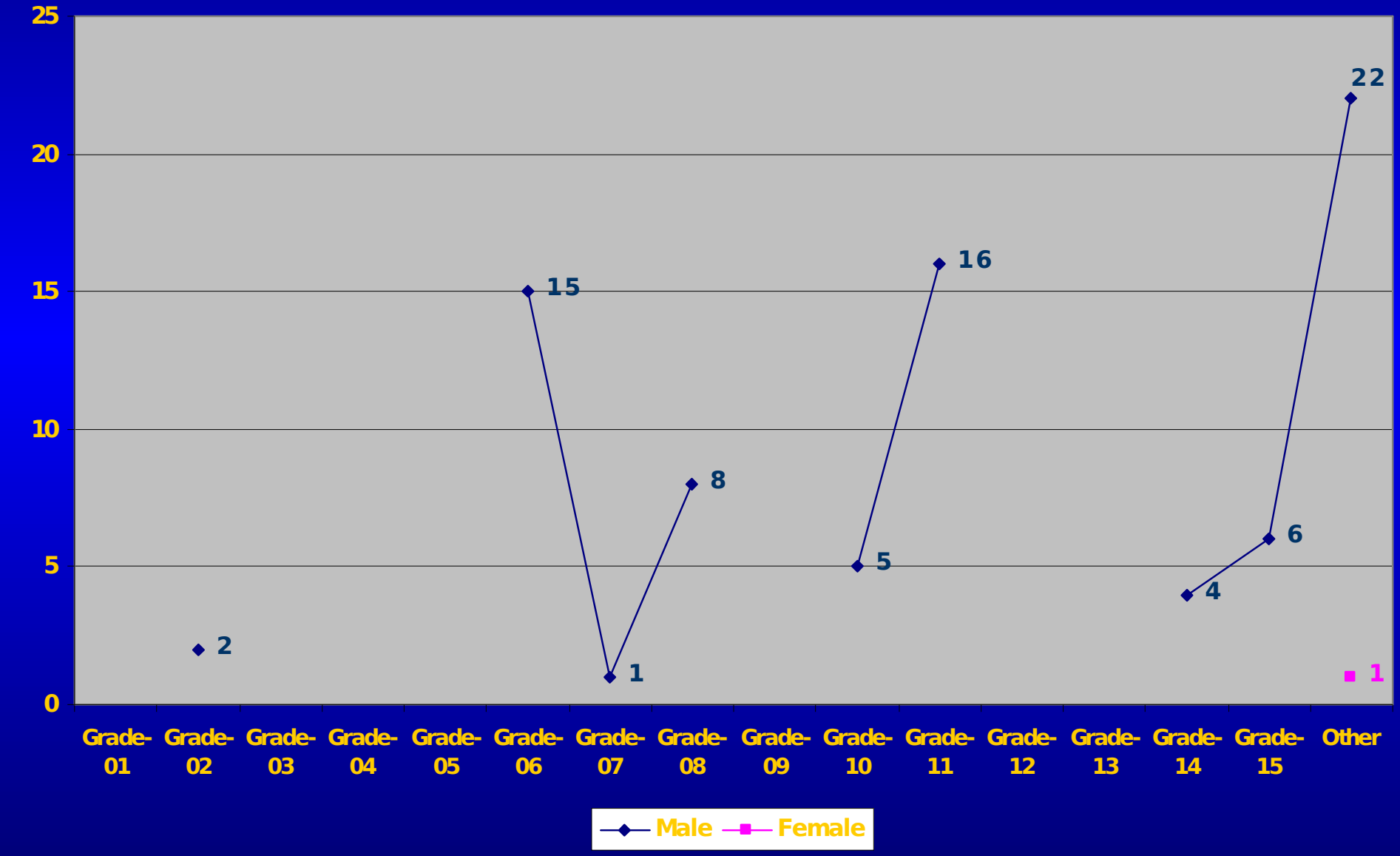

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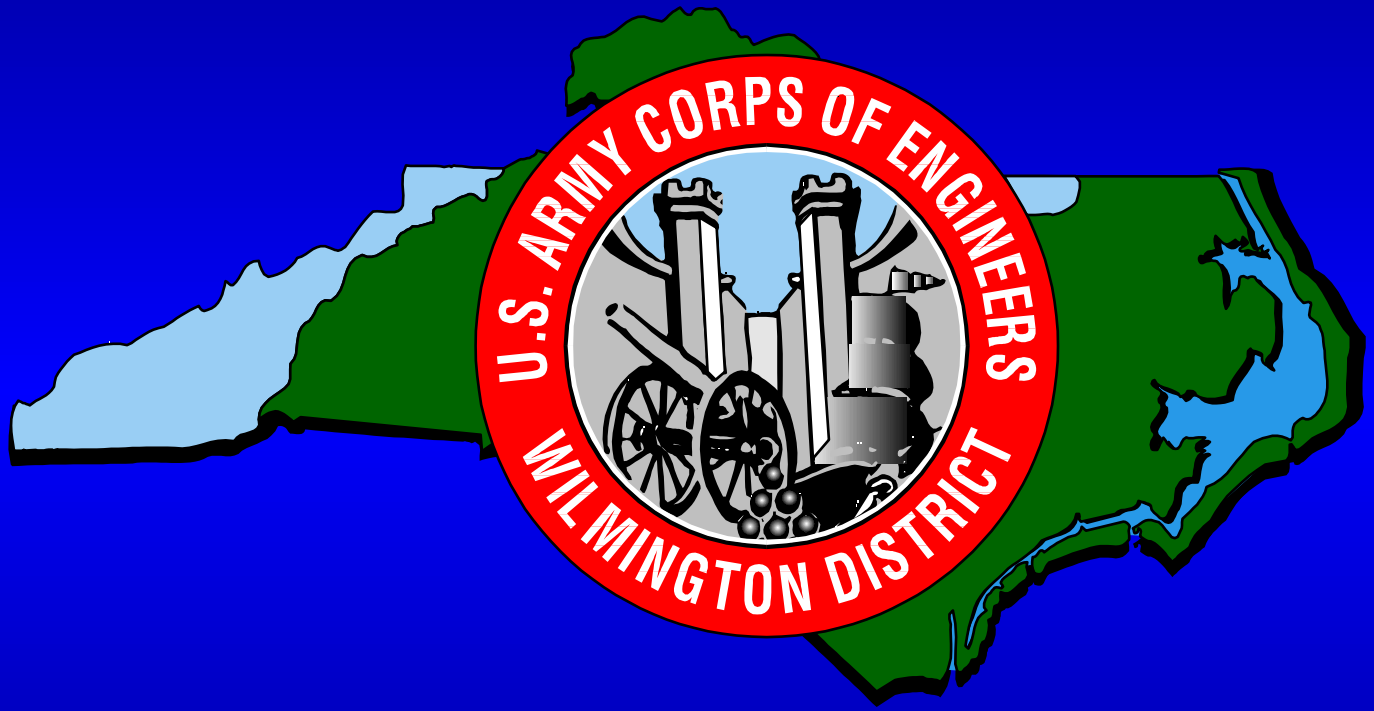
Plan to “Bridge the Gap”

- ***Develop, implement, monitor and continually update the individualized office plans to include workforce diversity goals based on changes in operational reality.***
- ***Be attentive to recruitment actions with regards to areas of underrepresentation.***
- ***Develop innovative outreach strategies to attract more underrepresented candidates to increase the diversity of our workforce.***
- ***Partner with CPAC staff and other similar officials at colleges and universities as well as other similar external***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WILMINGTON DISTRICT